

BOARD OF SELECTMEN

**September 3, 2009
Minutes**

The Board of Selectmen met on Thursday, September 3, 2009 in the Town Hall Clark Room. Those present were Selectmen Timothy F. Hult, John D. Williams, William R. Tice, Jr., Douglas A. G. Stevenson, and Peter Scavongelli.

Mr. Hult said the purpose for tonight's meeting is to review the Town Administrator candidates. He said as we go forward, we will be discussing three fine gentlemen who put their names in the public process. He said each of the Selectmen has had interviews with the candidates and they have also done reference checking. Mr. Hult asked each Selectman to state where they were individually in this process.

Mr. Stevenson re-iterated that they are three fine candidates. He also wanted to thank Mr. Williams and Mr. Hult and the Search Committee for their hard work. He added that this is a tough decision to make. Mr. Stevenson said he was impressed with Jeff Ritter and the fine job he did during the public interview. He now however leans toward Tim Goddard because of his even demeanor and he had very good references. Mr. Stevenson said Tim seems approachable and able to work with the people in Town Hall.

Mr. Scavongelli said he met with Tim Goddard in his office and he was very impressive and upbeat. He said his public interview was not so great. Peter said he was also assigned to check Tim's references. Peter said he was quite impressed with Jeff Ritter and his public interview. He is still not sure at this point.

Mr. Williams said we have three excellent people and anyone of them would do a good job. He said presently he was tied between Jeff Ritter and Tim Goddard. He said they both seem to know or have what we are talking about, where Connelly seems to have less. Mr. Williams talked about the reference checks he did on Tim Goddard, which he said were glowing. Mr. Williams said he checked out references Jeff Ritter did not give. He said he thinks the difference between the two that is Mr. Goddard and Mr. Ritter is their style.

Mr. Tice said he thought we should and have to make a decision tonight. He checked the references. He said Jeff Ritter did a remarkable job during the interview. He said only one or two of the candidate brought up technology. Mr. Tice also talked about the strong Board versus a weak Board, he said right now we are a strong Board, but somewhere in the future, this may not be the situation and we may be relying on a strong Town Administrator. He said he was choosing Brian Connolly and then Tim Goddard.

Mr. Hult said he spoke with each candidate about some general financial parameters so there would not be a problem later. He also spoke to each of them today about different interview issues. He agreed with the Board that they are all great candidates and that this is a tough decision. Mr. Hult said he spoke with everyone in Town Hall, and it was very interesting and helpful. He also talked about the reference checks and how he looked for patterns in same. He saw in Tim Goddard that he is fine person to work for. The pattern for Brian was that was he was a hard diligent worker. The pattern with Jeff was that he had several jobs and

that he engulfed life. Mr. Hult said in regard to Jeff, it seems he has attempted to execute the agenda. He is a good administrator and not necessarily a game changer.

Mr. Hult then spoke about their abilities and the arc of their careers. He said Brian's career has been financial management. Jeff's career has been mostly as the interim person. He has been changing a form of government, at least three times. Tim has been into small town administration. He left Littleton to gain more experience. The arc of his career is similar to what we do, land preservation, financial management, purchasing, labor negotiations, and warrant preparation. Mr. Hult said all of those things are pertinent for a Town Administrator. He said this makes him think that Tim Goddard is the best choice.

Mr. Scavongelli said Mr. Hult's summary was great. He said this is such an important decision, and since we did not have a great public interview with Tim Goddard, perhaps we could have another interview, in a non-public setting with the candidates. Mr. Hult said he thought the Board had enough information about the candidates and the Board agreed.

Mr. Scavongelli asked, what is the single most important or critical thing the Board is looking for in a candidate? He said if we know that, it might help us in reaching a conclusion. Mr. Hult said some of the issues that are important are land preservation, land usage, financial, and management of the warrant. Mr. Hult said he did not think Brian had experience in this.

Mr. Stevenson questioned some of Jeff's short term periods in a few of his previous jobs. Mr. Williams said he was in Wayland for a long period of time; however, he is very talented. Mr. Williams said it does seem safer to choose Tim Goddard.

Mr. Stevenson said we need someone who can help us maintain the quality community that we have; and still be able to make changes as outside forces happen and do that effectively.

Mr. Williams spoke about Tim Goddard's ability to work with labor negotiations, in a thoughtful manner.

Mr. Williams said he thought the Board was most comfortable with Tim Goddard. Mr. Scavongelli said he agreed.

On a motion made by Mr. Williams and seconded by Mr. Tice it was unanimously **VOTED** to offer the Town Administrator position to Mr. Timothy D. Goddard.

Mr. Hult said he would like to create a negotiation committee consisting of two members from the Board of Selectmen and a member from the Personnel Board. Mr. Hult said Joann Driscoll said she was willing to volunteer and he was willing to be on this committee. Mr. Williams volunteered also.

On a motion made by Mr. Stevenson and seconded by Mr. Tice, it was unanimously **VOTED** to authorize Tim Hult, John Williams and JoAnn Driscoll to be the negotiating committee with Timothy Goddard for the Town of Carlisle Town Administrator's position.

Executive Session

At 8:25 a motion was made by Mr. Williams to go into Executive Session, for the purpose of discussing contract negotiations, with the intent to not return to open session. The motion was seconded by Mr. Stevenson and the following roll call vote was taken: Hult – aye; Williams – aye; Tice – aye Stevenson – aye; and, Scavongelli – aye.

Respectfully submitted by Margaret M. deMare